

SENATE BILL 250

Unofficial Copy
K3
SB 250/03 - FIN

2004 Regular Session
4r1678

By: **Senators Grosfeld, Britt, Conway, Exum, Forehand, Garagiola,
Giannetti, Gladden, Hollinger, Jones, Kelley, Klausmeier, Kramer,
Lawlah, Pinsky, Ruben, and Teitelbaum**

Introduced and read first time: January 29, 2004

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment - Equal Pay Commission**

3 FOR the purpose of establishing an Equal Pay Commission; providing for the
4 membership of the Commission; providing for the designation of the Chairman
5 of the Commission; providing for the staff of the Commission; providing for
6 certain reimbursement for members of the Commission; requiring the
7 Commission to study certain issues; requiring the Commission to report its
8 preliminary and final findings and recommendations to the Governor, the
9 President of the Senate, and the Speaker of the House of Delegates on or before
10 certain dates; requiring the Commission's preliminary and final reports to
11 include certain findings and recommendations; providing for the termination of
12 this Act; and generally relating to equal pay for equal work.

13 BY adding to

14 Article - Labor and Employment

15 Section 3-309

16 Annotated Code of Maryland

17 (1999 Replacement Volume and 2003 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
19 MARYLAND, That the Laws of Maryland read as follows:

20 **Article - Labor and Employment**

21 3-309.

22 (A) THERE IS AN EQUAL PAY COMMISSION.

23 (B) THE COMMISSION CONSISTS OF THE FOLLOWING MEMBERS, APPOINTED
24 BY THE GOVERNOR:

1 (1) TWO REPRESENTATIVES OF BUSINESS IN THE STATE WHO HAVE
2 BEEN NOMINATED BY STATE BUSINESS ORGANIZATIONS AND BUSINESS TRADE
3 ASSOCIATIONS;

4 (2) TWO REPRESENTATIVES OF LABOR ORGANIZATIONS WHO HAVE
5 BEEN NOMINATED BY LABOR FEDERATIONS;

6 (3) TWO REPRESENTATIVES OF ORGANIZATIONS WHOSE OBJECTIVES
7 INCLUDE THE ELIMINATION OF PAY DISPARITIES BETWEEN MEN AND WOMEN AND
8 MINORITIES AND NONMINORITIES AND WHO HAVE UNDERTAKEN ADVOCACY,
9 EDUCATIONAL, OR LEGISLATIVE INITIATIVES IN PURSUIT OF THAT OBJECTIVE; AND

10 (4) THREE REPRESENTATIVES OF HIGHER EDUCATION OR RESEARCH
11 INSTITUTIONS WHO HAVE EXPERIENCE AND EXPERTISE IN THE COLLECTION AND
12 ANALYSIS OF DATA CONCERNING PAY DISPARITIES AND WHOSE RESEARCH HAS
13 BEEN USED IN EFFORTS TO PROMOTE THE ELIMINATION OF THOSE DISPARITIES.

14 (C) THE GOVERNOR SHALL DESIGNATE THE CHAIRMAN OF THE COMMISSION.

15 (D) THE DEPARTMENT OF LABOR, LICENSING, AND REGULATION SHALL
16 PROVIDE STAFF FOR THE COMMISSION.

17 (E) A MEMBER OF THE COMMISSION:

18 (1) MAY NOT RECEIVE COMPENSATION; BUT

19 (2) IS ENTITLED TO REIMBURSEMENT FOR EXPENSES UNDER THE
20 STANDARD STATE TRAVEL REGULATIONS, AS PROVIDED IN THE STATE BUDGET.

21 (F) THE COMMISSION SHALL STUDY:

22 (1) THE EXTENT OF WAGE DISPARITIES, BOTH IN THE PUBLIC AND
23 PRIVATE SECTORS, BETWEEN MEN AND WOMEN AND BETWEEN MINORITIES AND
24 NONMINORITIES;

25 (2) THOSE FACTORS WHICH CAUSE, OR WHICH TEND TO CAUSE, THE
26 DISPARITIES, INCLUDING SEGREGATION BETWEEN WOMEN AND MEN AND BETWEEN
27 MINORITIES AND NONMINORITIES ACROSS AND WITHIN OCCUPATIONS, PAYMENT OF
28 LOWER WAGES FOR WORK IN FEMALE-DOMINATED OCCUPATIONS, CHILD-REARING
29 RESPONSIBILITIES, AND EDUCATION AND TRAINING;

30 (3) THE CONSEQUENCES OF THE DISPARITIES ON THE ECONOMY AND
31 FAMILIES AFFECTED; AND

32 (4) ACTIONS, INCLUDING PROPOSED LEGISLATION, THAT ARE LIKELY
33 TO LEAD TO THE ELIMINATION AND PREVENTION OF THE DISPARITIES.

34 (G) THE COMMISSION SHALL:

1 (1) REPORT ITS PRELIMINARY FINDINGS AND RECOMMENDATIONS TO
2 THE GOVERNOR, THE PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE HOUSE
3 OF DELEGATES ON OR BEFORE SEPTEMBER 30, 2004; AND

4 (2) REPORT ITS FINAL FINDINGS AND RECOMMENDATIONS TO THE
5 GOVERNOR, THE PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE HOUSE OF
6 DELEGATES ON OR BEFORE SEPTEMBER 30, 2005.

7 (H) THE COMMISSION'S PRELIMINARY AND FINAL REPORTS SHALL INCLUDE
8 THE RESULTS OF THE COMMISSION'S STUDY AS WELL AS RECOMMENDATIONS,
9 LEGISLATIVE AND OTHERWISE, FOR THE ELIMINATION AND PREVENTION OF
10 DISPARITIES IN WAGES BETWEEN MEN AND WOMEN AND MINORITIES AND
11 NONMINORITIES.

12 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
13 October 1, 2004. This Act shall remain effective for a period of 2 years and, at the end
14 of September 30, 2006, with no further action required by the General Assembly, this
15 Act shall be abrogated and of no further force and effect.